



Primary English Lead

TLR 2B

First Steps To Next Steps

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TLR: 2B – English Lead Teacher

Responsible to: Headteacher / Senior Leadership Team

Purpose of the Role

- To provide strategic leadership of English across the school.
- To raise standards of teaching, learning and pupil outcomes in English.
- To ensure a coherent, well-sequenced and ambitious English curriculum that meets national and school expectations.
- To ensure English provision is ambitious, inclusive and aligned with school, trust and statutory expectations.
- To support and develop colleagues through coaching, modelling and professional development.

Key Responsibilities

1. Strategic Leadership

- Lead the vision and direction for English across the school.
- Develop and implement a robust English subject action plan aligned with school improvement priorities.
- Monitor the impact of teaching and learning, adapting strategy where necessary.
- Report regularly to SLT and and stake holders on standards, strengths and areas for development.

2. Curriculum Development

- Ensure the English curriculum is well-designed, progressive and inclusive.
- Review and update long-term and medium-term planning documents.
- Ensure high-quality texts and resources support curriculum aims.
- Embed effective vocabulary, reading and writing approaches across all year groups.

3. Improving Teaching & Learning

- Model high-quality English teaching for colleagues.
- Provide coaching and support to improve consistency of practice.
- Deliver whole-school and targeted CPD.
- Lead initiatives to promote reading for pleasure and writing for purpose.

4. Monitoring & Assessment

- Monitor pupil outcomes through book looks, planning scrutiny, learning walks and discussions with pupils.
- Analyse data to identify gaps and inform next steps.
- Support teachers with assessment, moderation and target setting.
- Evaluate the effectiveness of interventions for vulnerable learners.

5. Resources & Environment

- Audit and maintain English resources.
- Ensure classroom and shared spaces reflect a strong reading and writing culture.
- Manage the English budget effectively and transparently.

6. Inclusion & Achievement

- Ensure the curriculum meets the needs of SEND, EAL and disadvantaged pupils.
- Promote equity of access to high-quality English learning experiences.
- Work with teachers and support staff to implement targeted interventions.

Person Specification – English Lead (TLR 2B)

Qualifications

- Essential: Qualified Teacher Status (QTS).
- Desirable: Training in coaching, leadership or literacy.

Experience

- Essential:
 - Successful teaching experience in primary education.
 - Evidence of improving outcomes in English within own classroom.
 - Experience contributing to whole-school English initiatives.
 - Experience teaching upper KS2 or supporting statutory assessments.
- Desirable:
 - Prior subject leadership experience.

Skills & Knowledge

- Essential:
 - Strong understanding of the English curriculum and effective pedagogy.
 - Ability to analyse data and use it to drive improvement.
 - Strong knowledge of English development in the Primary Phase.
 - Ability to lead, motivate and inspire staff.
 - Excellent communication and organisational skills.
- Desirable:
 - Awareness of current research into literacy and curriculum design.
 - Experience in designing CPD or leading staff meetings.

Personal Qualities

- High expectations for pupils and staff.
- Strong commitment to school improvement.
- Reflective, proactive and solution-focused.
- Passionate about English and children's literacy development.
- Approachable, supportive and able to foster positive relationships.
- Committed to inclusion, safeguarding and wellbeing.